

Exhibit 38

From: Jean-Philippe Courtois <jeanc@microsoft.com>
To: Stijn Nauwelaerts <stijnna@microsoft.com>
Sent: 3/30/2020 4:16:10 PM
Subject: RE: [REDACTED]

great

From: Stijn Nauwelaerts
Sent: Monday, March 30, 2020 5:40 PM
To: Jean-Philippe Courtois
Subject: RE: [REDACTED]

I am managing this so that we work on the 2 streams in parallel – Exec recruitment spoke to him over the weekend, he has a new role now (runs all strategic accounts globally) but is still very interested in Microsoft. He was playing with the idea to become CEO of a company in Brazil where he is a board member (Suzano) but also realizes that the current situation is not helping.

I suggested 2 actions:

- [REDACTED]
 - Invite him for a Teams conversation with you, following up on the breakfast meeting you have had with him
- Stijn

From: Jean-Philippe Courtois <jeanc@microsoft.com>
Sent: Monday, 30 March 2020 17:19
To: Stijn Nauwelaerts <stijnna@microsoft.com>
Subject: FW: [REDACTED]

So they are reaching out to Rodrigo ?
jp

From: Kate Johnson <Kate.Johnson@microsoft.com>
Sent: Monday, March 30, 2020 4:33 PM
To: Jean-Philippe Courtois <jeanc@microsoft.com>
Subject: RE: [REDACTED]

Hi JP,

[REDACTED]

[REDACTED]

Thank you for reaching out.
Kate

From: Jean-Philippe Courtois <jeanc@microsoft.com>
Sent: Monday, March 30, 2020 5:57 AM
To: Kate Johnson <Kate.Johnson@microsoft.com>

Confidential

Hi Kate

Hope you're doing well and your beloved ones too

Thx
jp